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College of Arts and Sciences Faculty Minutes

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4-29-2015

# Minutes, Arts & Science Faculty Meeting, Wednesday, April 29, 2015

Arts & Sciences Faculty  
*Rollins College*

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### Recommended Citation

Arts & Sciences Faculty, "Minutes, Arts & Science Faculty Meeting, Wednesday, April 29, 2015" (2015). *College of Arts and Sciences Faculty Minutes*. Paper 110.  
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## **A&S FACULTY MEETING**

**April 29, 2015**

### **Agenda**

Galloway Room from 12:00 to 2:00 P.M.

Lunch will be available with champagne for toasting.

The Office of Student Engagement is providing cupcakes as a gift for your efforts this year.

**I. CALL TO ORDER**

**II. APPROVAL OF MINUTES FROM 4/23/15**

**III. ANNOUNCEMENTS**

**IV. REPORTS**

Faculty Salary Study (F&S) Don Davison

**V. NEW BUSINESS**

a. Approval of candidates for graduation

We approve for graduation all candidates who have met the requirements for their degrees.

b. Belated Thirty Years of Service awards (+1)

Rick Fogelsong

Joe Siry

Charlie Rock

c. Belated Thirty Years of Service awards (+2)

Alex Boguslawski

Harry Kypraios

d. Thirty Years of Service award

John Sinclair

Wendy Brandon

e. Forty Years of Service award:

Socky O'Sullivan

f. Honoring our soon to be emeriti faculty:

Kenna Taylor (Harry Kypraios)

g. Presidential Award for Diversity and Inclusion (Craig McAllaster)

h. McKean Grant Recipient (Carol Bresnahan)

**VI. ADJOURNMENT**



## A&S FACULTY MEETING

April 29, 2015 Agenda

### PRESENT

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Allen, Barry; Barnes, Missy; Bernal, Pedro; Boguslawski, Alexander; Boniface, Dexter; Brandon, Wendy; Cavanaugh, Jennifer; Chambliss, Julian; Charles, David; Cody-Rapport, Lisa; Cohen, Ed; Cook, Tom; Crozier, Daniel; Cummings, Denise; Davison, Donald; Decker, Nancy; Dennis, Kimberly; Dunn, Stacey; Ewing, Hannah; Farcus, Adam; Fleming, Patrick; Foglesong, Richard; Fokidis, Bobby; Foster, Julia; French, Todd; Gallagher, Erin; Griffin, Kevin; Habgood, Laurel; Hargrove, Dana; Harper, Fiona; Harwell, Jonathan; Homrich, Alicia; Houston, John; Jones, Jill; Klemann, Steve; Kodzi, Emmanuel; Kozel, Philip; Kypraios, Harry; Lackman, Susan; Lairson, Tom; Lauer, Carol; Lewin, Richard; Libby, Susan; Lines, Lee; Luchner, Andrew; Mathews, Jana; McAllaster, Craig; McClure, Amy; McLaren, Margaret; Mesavage, Matilde; Miller, Robert; Moore, Robert; Moore, Thomas; Murdaugh, Anne; Musgrave, Ryan; Newcomb, Rachel; Nichter, Matthew; Norsworthy, Kathryn; O'Sullivan, Maurice; Ouellette, Thomas; Oxford, Emma; Thomas, Park; Ellane; Pieczynski, Jay; Queen, Jennifer; Ray, Roger; Reich, Paul; Richard, David; Ruiz, Maria; Russell, Emily; Ryan, MacKenzie; Schoen, Steven; Sinclair, John; Siry, Joe; Smither, Bob; St. John, Steven; Strom, Claire; Svitavsky, Bill; Tatari, Eren; Taylor, Ken; Teymuroglu, Zeynep; Tillmann, Lisa; Tome, Patricia; Trentinella, Rose; Vidovic, Martina; Vitray, Rick; Voicu, Anca; Walsh, Susan; Zhang, Wenxian

### CALL TO ORDER

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Carol Lauer called the meeting to order at 12:32PM.

### APPROVAL OF MINUTES

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The faculty approved the minutes from the 04/23/2015 meeting.

### ANNOUNCEMENTS

#### PROCLAMATIONS OF GRATITUDE

Thomas Ouellette

On behalf of the A&S faculty (and with wordsmithing assistance from Socky O'Sullivan), Ouellette presented two Proclamations

##### **To Craig McAllaster:**

*We the Arts and Sciences faculty of Rollins College express our thanks to Craig McAllaster for accepting the leadership of Rollins and reminding everyone that grace and good humor should characterize all human interactions. Above all, we appreciate his work in encouraging dialogue at Rollins, in celebrating our achievements, and in offering a model of how colleagues can disagree without being disagreeable. We hope that as he enters the next stage of his life and career, he will find joy and satisfaction. Fiat lux, Craig.*

##### **To Bob Smither:**

*We the Arts and Sciences faculty of Rollins College express our thanks to Bob Smither. He represented us faithfully and skillfully as our dean and leader during a remarkably tumultuous period in our history. He brought intelligence, openness, and integrity to the dean's office and never wavered in his belief in our mission or in his support of our work. We deeply appreciate his setting aside his*

*research and scholarship to serve his college and colleagues. We thank Bob for his achievements, for his leadership, for his humanity, and for his friendship. Fiat lux, Bob.*

## REPORTS

### **FACULTY SALARY STUDY (F&S)**

Don Davison

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Davison presented preliminary results regarding faculty salaries and reported that the data suggested significant compression and inversion at the assistant professor level. Davison said that this compression probably reflects 3-4 years with no faculty raises while the College continued to hire at market salaries. Davison also included a series of recommendations (listed below and as part of his PowerPoint presentation). Davison answered questions from the faculty and closed by saying that the successful completion of this preliminary study will “hopefully [lead to] a regular inspection of faculty salaries.”

#### Methodological Suggestions:

1. Increase sample of comparative institutions so the minimum N for any faculty category = 50
2. Create definitions for measuring compression and/or inversion
3. Adopt a rule specifying the minimum that Rollins’ salaries will be as a percentage of the comparison group.
4. Adopt appropriate statistical model (e.g. regression analysis)

A comprehensive faculty salary study should be conducted every five years and the results delivered to the faculty.

A separate budget line should be created (‘salary adjustments’) and a fixed amount of revenue should be moved into the account each year.

Dr. Davison’s PowerPoint presentation:

# Preliminary Results Faculty Salaries



ROLLINS COLLEGE

2014-2015

DON DAVISON, FINANCE AND SERVICES COMMITTEE

COLLEGE OF ARTS AND SCIENCES

## Questions Investigated:



- ▶ Is compression and/or inversion present in salaries?
- ▶ How do Rollins' salaries compare to other institutions?
- ▶ Is there evidence of gender in-equity in salaries?

# Data Sources

- ▶ Data and results are produced by Human Resources and Institutional Research
- ▶ Results are for departments in Arts and Sciences
- ▶ Comparative Data are from CUPA

Full Professors					
<i>Yrs in Rank -all</i>		<i>Yrs in Rank - females</i>		<i>Years in Rank - males</i>	
Mean	14.40	Mean	12.30	Mean	15.60
Median	12	Median	10	Median	15
SD	9.38	SD	8.3	SD	9.8
Range	35	Range	24	Range	35
Minimum	2	Minimum	2	Minimum	2
Maximum	37	Maximum	26	Maximum	37
Count	51	Count	19	Count	32
<i>Base Sal - all</i>		<i>Base Sal -females</i>		<i>Base Sal -males</i>	
Mean	\$ 86,981	Mean	\$ 83,939	Mean	\$ 88,787
Median	\$ 85,186	Median	\$ 84,129	Median	\$ 85,265
SD	11254	SD	8625	SD	12331
Range	\$ 45,042	Range	\$ 28,630	Range	\$ 112,294
Minimum	\$ 70,768	Minimum	\$ 72,832	Minimum	\$ 70,768
Maximum	\$ 115,810	Maximum	\$ 101,462	Maximum	\$ 115,810
Count	51	Count	19	Count	32
CUPA Composite					
Mean	\$ 87,909				
Median	\$ 85,124				

Associate Professors							
Yrs in Rank -all		Yrs in Rank - females		Years in Rank - males			
Mean	7.30	Mean	5.26	Mean	9.70		
Median	5	Median	4	Median	6.5		
SD	8.06	SD	5.64	SD	9.8		
Range	32	Range	25	Range	32		
Minimum	1	Minimum	1	Minimum	1		
Maximum	33	Maximum	26	Maximum	33		
Count	48	Count	26	Count	22		
Base Sal of all		Base Sal of females		Base Sal of males			
Mean	\$ 68,775	Mean	\$ 68,028	Mean	\$ 69,658		
Median	\$ 67,217	Median	\$ 66,503	Median	\$ 68,138		
SD	6486	SD	6742	SD	6206		
Range	\$ 29,394	Range	\$ 29,394	Range	\$ 24,933		
Minimum	\$ 58,606	Minimum	\$ 58,606	Minimum	\$ 60,377		
Maximum	\$ 88,000	Maximum	\$ 88,000	Maximum	\$ 85,310		
Count	48	Count	26	Count	22		
CUPA Composite							
Mean	\$ 71,276						
Median	\$ 67,284						

Assistant Professors							
Yrs in Rank -all		Yrs in Rank - females		Years in Rank - males			
Mean	2.90	Mean	3.20	Mean	2.50		
Median	2.5	Median	3.5	Median	2		
SD	1.8	SD	1.9	SD	1.69		
Range	5	Range	5	Range	5		
Minimum	1	Minimum	1	Minimum	1		
Maximum	6	Maximum	6	Maximum	6		
Count	32	Count	18	Count	14		
Base Sal of all		Base Sal of females		Base Sal of males			
Mean	\$ 58,508	Mean	\$ 56,836	Mean	\$ 60,657		
Median	\$ 56,790	Median	\$ 55,678	Median	\$ 58,728		
SD	6214	SD	6084	SD	5903		
Range	\$ 25,000	Range	\$ 25,000	Range	\$ 20,000		
Minimum	\$ 50,000	Minimum	\$ 50,000	Minimum	\$ 55,000		
Maximum	\$ 75,000	Maximum	\$ 75,000	Maximum	\$ 75,000		
Count	32	Count	18	Count	14		
CUPA Composite							
Mean	\$ 61,711						
Median	\$ 56,700						

# Rollins' Salaries Compared to Other Institutions

- ▶ Salary Medians at 83 CUPA Institutions
- ▶ N = 83 institutions
- ▶ Combination of the following schools:
  1. US News Regional Universities-South, schools ranked 1-20
  2. US News National Liberal Arts Colleges, schools ranked 60-100
  3. The collection of Rollins peers/aspirants and other masters tier I schools used by Deans office last time a market study was conducted.

(Tables compiled by Human Resources)

## Assistant Professors

Rollins Department	CUPA Comparative Faculty Salary Survey, 2015			
	Median	# Institutions	#Faculty	Rollins % of Median Range: 92% - 105%
Anthropology	\$57,459	12	25	
Art & Art History	\$59,085	25	63	
Biology	\$58,338	38	117	
Chemistry	\$57,433	33	90	
Critical Media and Cult Studies	\$58,550	19	78	
Economics	\$73,950	24	63	
English	\$57,166	34	110	
Environmental Studies	N/A			
Graduate Counseling	\$59,498	44	109	
History	\$57,000	39	88	
Math & CPS (Math)	\$60,110	34	87	
Math & CPS (CPS)	\$76,207	15	34	
Mod Languages & Lit	\$59,125	17	46	
Music	\$57,532	32	80	
Phil & Religion (Philosophy)	\$59,300	22	41	
Phil & Religion (Religion)	\$56,988	21	39	
Physics	\$61,746	24	57	
Political Science	\$59,006	29	85	
Psychology	\$59,498	44	109	
Sociology	\$57,768	26	51	
Theatre & Dance	\$55,408	25	55	



## Associate Professors

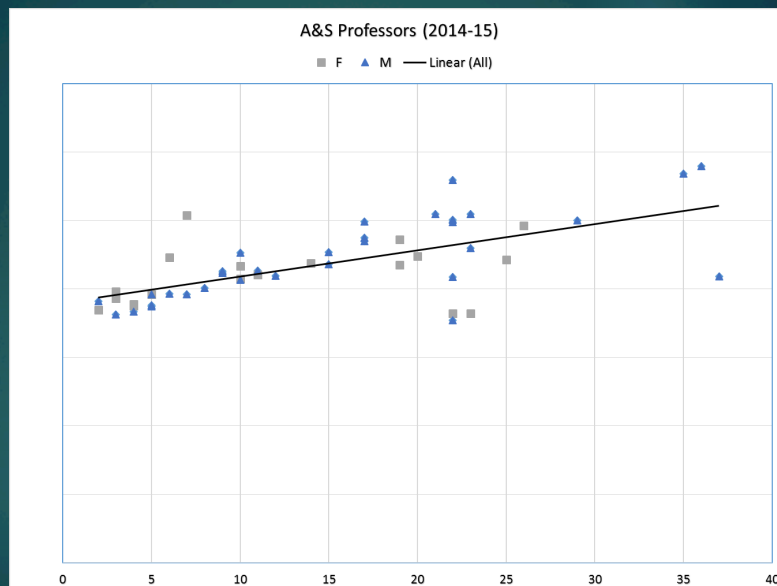
Rollins College Department	CUPA Comparative Faculty Salary Survey, 2015			
	Median	# Institutions	#Faculty	Rollins % of Median
Anthropology	\$72,677	13	25	Range: 86% - 102%
Art & Art History	\$65,097	35	106	
Biology	\$68,181	42	185	
Chemistry	\$69,201	38	113	
Critical Media and Cult Studies	\$64,810	26	100	
Economics	\$88,287	25	80	
English	\$64,686	43	211	
Environmental Studies	N/A			
Graduate Counseling	\$67,175	44	125	
History	\$67,853	42	170	
Math & CPS (Math)	\$69,154	35	122	
Math & CPS (CPS)	\$90,872	19	45	
Mod Languages & Lit	\$71,521	22	99	
Music	\$65,232	32	132	
Phil & Religion (Philosophy)	\$67,780	33	78	
Phil & Religion (Religion)	\$69,379	30	71	
Physics	\$70,404	34	90	
Political Science	\$69,040	33	108	
Psychology	\$67,175	40	125	
Sociology	\$66,854	32	73	
Theatre & Dance	\$69,489	27	71	
N/A = no faculty at this rank				

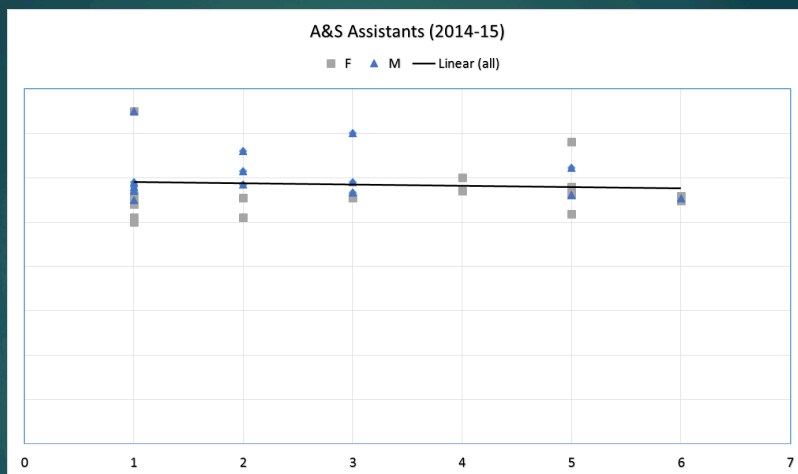
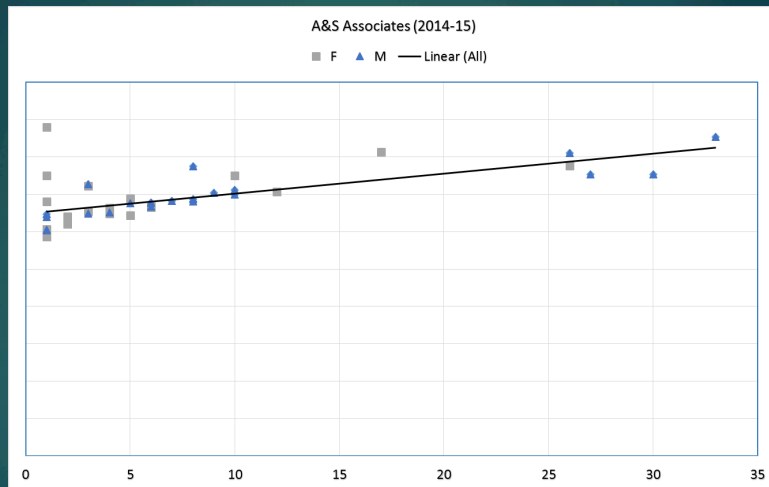
## Full Professors

Rollins College Department	CUPA Comparative Faculty Salary Survey, 2015			
	Median	# Institutions	#Faculty	Rollins % of Median
Anthropology	\$95,296	10	18	Range: 86% - 106%
Art & Art History	\$87,180	34	110	
Biology	\$88,500	41	185	
Chemistry	\$91,084	37	120	
Critical Media and Cult Studies	\$84,968	20	62	
Economics	\$109,470	28	85	
English	\$93,516	41	230	
Environmental Studies	N/A			
Graduate Counseling	\$90,383	41	179	
History	\$88,453	45	155	
Math & CPS (Math)	\$87,615	38	171	
Math & CPS (CPS)	\$104,556	19	46	
Mod Languages & Lit	\$89,761	18	55	
Music	\$86,771	38	172	
Phil & Religion (Philosophy)	\$91,504	31	75	
Phil & Religion (Religion)	\$93,378	27	75	
Physics	\$93,612	33	87	
Political Science	\$94,522	35	116	
Psychology	\$90,383	41	179	
Sociology	\$91,430	25	70	
Theatre & Dance	\$85,299	24	61	
N/A = no faculty at this rank				

# Gender Equity Rollins College

2014-2015 SALARY DATA



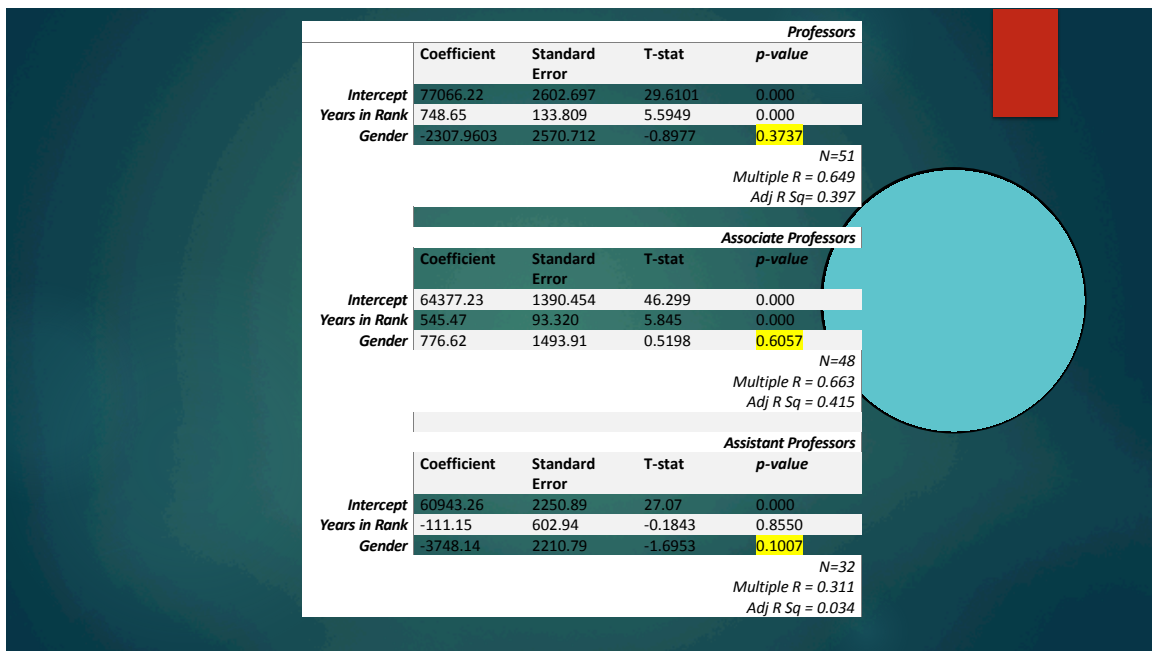


## Gender Equity at Rollins 2014 – 2015 Salaries

- ▶  $Salary = \alpha + Years\ in\ Rank + Gender \downarrow (0=M; 1=F)$
- ▶ Results are for base salary only
- ▶ Hypothesis test for Gender Disparity: T-statistic for gender dummy and sign of coefficient
- ▶ (Look for: p-value < 0.05 and negative sign on Gender)
- ▶ Source: Institutional Research

## Recommendations

- ▶ Methodological Suggestions:
  1. Increase sample of comparative institutions so the minimum N for any faculty category = 50
  2. Create definitions for measuring compression and/or inversion
  3. Adopt a rule specifying the minimum that Rollins' salaries will be as a percentage of the comparison group.
  4. Adopt appropriate statistical model (eg. regression analysis)
- ▶ A comprehensive faculty salary study should be conducted every five years and the results delivered to the faculty.
- ▶ A separate budget line should be created ('salary adjustments') and a fixed amount of revenue should be moved into the account each year.



## NEW BUSINESS

### APPROVAL OF CANDIDATES FOR GRADUATION

Carol Lauer

Lauer pointed out that the faculty had traditionally voted to approve for graduation all candidates who have met the requirements for their degrees, although this practice seemingly had not been followed for several years. Lauer suggested that we return to this practice and the faculty voted unanimously to approve the candidates for graduation.

Lauer said that it had been brought to her attention that several longstanding faculty members had not been recognized for their lengthy service to Rollins. Lauer apologized for this two-year old oversight and set about making it right by post-dating recognition of five faculty members, alongside the three recognized this year. Dean of A&S Bob Smither presented the awards.

### BELATED YEAR OF SERVICE AWARDS (+1)

Presented to: Rick Fogelsong; Joe Siry; Charlie Rock

### BELATED THIRTY YEAR OF SERVICE AWARDS (+2)

Presented to: Alex Boguslawski; Harry Kypraios

### THIRTY YEAR OF SERVICE AWARDS

Presented to: John Sinclair; Wendy Brandon

### FORTY YEAR OF SERVICE AWARDS

Presented to: Socky O'Sullivan

## **HONORING OUR SOON-TO-BE EMERITI FACULTY**

Harry Kypraios

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Accompanied by a champagne toast, Kypraios delivered a spirited testimonial to retiring colleague Kenna Taylor.

## **PRESIDENTIAL AWARD FOR DIVERSITY AND INCLUSION**

Craig McAllaster

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President McAllaster's remarks: The Presidential Award for Diversity and Inclusion was established in 2010 as a means of recognizing and honoring students, faculty and staff for their efforts aimed at promoting diversity awareness, representation and inclusion within the Rollins workplace and student community. The award is granted annually to one student, one faculty and one staff member whose contributions and actions over time best exemplify the principles and ideals of diversity and inclusion, as evidenced by efforts to:

- Advance diversity awareness, knowledge and skills within the Rollins community
- Promote institutional policies and practices that invite and reinforce inclusiveness
- Serve as an advocate for the interests of under-represented populations
- Champion recruitment and retention efforts aimed at improving diversity representation on campus
- Develop or lead diversity programming and other diversity and intercultural engagement efforts

This year the Rollins Diversity Advisory Council solicited and received nominations for many deserving students, faculty and staff and, following careful deliberation, has recommended to me one individual to recognize as this year's faculty recipient of the award.

Nearly every aspect of his academic career has been devoted to educating students, faculty, and the public about diversity and inclusion. As coordinator of the Africa and African-American Studies Program, he has launched numerous initiatives aimed at bringing together students and faculty to create projects that raise awareness about diversity. One example is "Project Mosaic," a multi-year ACS-funded initiative in which faculty in different disciplines created assignments that engaged students in diversity issues. He has presented numerous talks on African-American life and history to both local community and academic audiences.

He is not afraid to explore issues of racism and African-American identity as both a history and in connection with contemporary popular culture. He has written op-eds in the media, and participated in television and radio interviews, many with the goal of reminding the public that we are not living in a post-racial society, but that racism infuses our culture to this day.

These actions take courage, patience, humor, and compassion. Our students have probably benefitted the most from his diversity efforts, although his work ensures that

these issues are always at the forefront. He has had a positive impact on many young minds and has enlightened his colleagues and the community. Please join me in recognizing this year's faculty recipient of the *Presidential Award for Diversity and Inclusion*, Dr. Julian Chambliss.

### **MCKEAN GRANT RECIPIENT**

Carol Bresnahan

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Provost Bresnahan's remarks: Through the generosity of Hugh and Jeannette McKean, the McKean Grant was established at Rollins in 1982 to provide a "once-in-a-lifetime" opportunity for a faculty member to accomplish what would otherwise be impossible in a single professional career. Hugh McKean, who served as president of Rollins from 1951 to 1969, was known for his intellectual curiosity, breadth of vision, and generous spirit.

Each year, proposals are evaluated by a review committee of Rollins alumni who are professors and scholars at other colleges and universities. This year's jury had difficulty in selecting just one recipient. After weeks of deliberation, it finally selected and endorsed the 2015-2016 winner.

The award-winning proposal focuses on a public "project" – one that aims to stimulate thoughtful discussion on timely issues around the U.S. and internationally. Currently, the "project" has just one physical space (in the storefront of a local business). With the help of the McKean Grant, this professor will seek out additional venues for the project.

Because the mission of *window* is designed to promote dialogue and exchange, the work on display is not for sale. Therefore, there is no other method by which to generate funds to support the project. The McKean Grant would permit multiple collaborations with colleges and universities, arts and cultural organizations, and local and regional businesses. The possibilities for the continuation of this project, such as providing an opportunity for students to directly engage in this work through student-faculty collaboration or directed internships, will prove meaningful to the Rollins community.

The recipient earned a BFA from Marylhurst University, Oregon, and holds an MFA in Studio Art from Illinois State University.

Please join me in congratulating Professor Dawn Roe, our 2015-2016 McKean Grant Award recipient.

### **ADJOURNMENT**

Carol Lauer

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Lauer adjourned the final A&S faculty meeting of the 2014-2015 AY—and the last meeting of her tenure as President, at 1:35PM.